

RESOLUTIONS



640

Submitted prior to

Eighteenth Convention

MASSACHUSETTS STATE LABOR
COUNCIL, AFL—CIO

STATLER-HILTON HOTEL
BOSTON, MASSACHUSETTS

November 4, 5, 6 & 7, 1975

Vol - Quits
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RESOLUTION NO. 1

Unemployment Compensation

Whereas: Unemployment is at an all time high in Massachusetts and current compensation does not meet the needs of the unemployed, and

Whereas: It is at times such as these that anti-labor legislation is proposed by those who would take advantage to fragmentize the compensation laws, and

Whereas: The proposed "voluntary quit" is a prime example of the anti-labor legislation being fostered, and

Whereas: Organized labor is charged with the responsibility, in the field of legislation, of protecting the worker from the onslaught of anti-labor forces,

Therefore Be It Resolved: That the Massachusetts State Labor Council, AFL-CIO, and its affiliates make a concerted effort to defeat the proposal of the sponsors of the disqualification "voluntary quit" legislation and related matters.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 2

Workmen's Compensation

Whereas: Workmen's Compensation was enacted for the purpose of enabling an incapacitated worker to subsist on a reasonable standard during the period of his or her incapacity, and

Whereas: The benefits in Workmen's Compensation have not kept pace with the increase in wages and the increased cost of living as well as the extended benefits granted in other jurisdictions, and

Whereas: There should be a thorough study of Workmen's Compensation and problems related to the program,

Therefore Be It Resolved: That legislation be filed in the Great and General Court calling for a comprehensive study of Workmen's Compensation to insure maximum benefits to the injured workers of our State.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 3

Seniority and Layoffs

Whereas: The seniority system is a cornerstone of the American Labor movement. It is the worker's answer to arbitrary decisions by management in determining employment rights and promotion priorities, and

Whereas: With unemployment mounting daily, the seniority system is under attack, not for what it does but for what it does not do. The seniority system is being blamed for social conditions, particularly discrimination in hiring, that it did not cause, and

Whereas: Unemployment is the most devastating symptom of a sick economy. The AFL-CIO General Board has stated: "There is only one solution to unemployment and that is jobs," and

Whereas: The American workers, regardless of race, do not think it inequitable that the more senior workers' are protected in times of layoff, nor would they think it is equitable that those workers be forced to surrender a portion of work to junior employees whose needs may be less, whose opportunities for securing other employment are greater, and whose investment of labor in the enterprise has been shorter, and

Whereas: Trade unions are made up of young and old, men and women, whites, blacks and other minorities. One of the principles which all these groups and indeed most Americans have accepted is that the longer service employee has priority in job allocation. Forced work-sharing violates that principle. It is nothing more than "poverty sharing." By forcing all workers to share the brunt of economic down-

turn, work-sharing inevitably would tear apart the solidarity necessary to achieve real economic gains for all workers.

Therefore Be It Resolved: That we reject the spurious notion that the seniority system must be destroyed just when it is needed most to protect all workers, without regard to race or sex. The AFL-CIO will continue to support every valid effort to protect workers threatened by the current recession while opposing any and all efforts to weaken or dilute the seniority system — be it legislative action, court decision or administrative fiat.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 4

Consumer Legislation

Whereas: Consumers and workers face serious problems when supermarkets install computerized checkout stands and remove prices from consumer products, and

Whereas: For consumers trying to make ends meet during a time of continued inflation, removing prices from products makes comparison shopping virtually impossible, and

Whereas: For the workers in supermarkets, the elimination of price marking means lost jobs in a time of high unemployment,

Therefore Be It Resolved: That the AFL-CIO strongly support legislation pending in the Congress to require that any consumer commodity sold at retail must have its price clearly marked on it and we urge our local central bodies to support similar legislation at the state and local level, and

Be It Further Resolved: That we urge immediate congressional action on legislation to repeal the anti-trust exemption for so-called “fair trade” laws. These laws in 36 states are nothing more than legalized price fixing which costs consumers an estimated \$2 billion a year, and

Be It Further Resolved: That copies of this resolution be sent to the Massachusetts Congressional Delegation.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 5

Israel

Whereas: The AFL-CIO has supported Israel since the establishment of that state in 1948, our bonds with Histadrut, the free trade union movement of Israel — and indeed the backbone of that democratic state — have become unbreakable after fifty years of solidarity, and

Whereas: Israel's quest for survival, for fair and secure boundaries, for peaceful relations with her Arab neighbors, for the right to exist — these goals deserve the unambiguous support of our government, not careless rhetoric that can only strengthen the hands of Israel's aggressive enemies,

Therefore Be It Resolved: That the Massachusetts State Labor Council, AFL-CIO Executive Council call upon the Federal Administration to reassert, not reassess, America's commitment to democracy in the Middle East, to Israel.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 6

Constitutional Amendment

Addition to Standing Committees

Whereas: The Council recognizes the need for participation in programs affecting the affiliates of the Massachusetts State Labor Council, AFL-CIO, and

Whereas: In order to carry out the functions of progressive programs it is necessary to amend the Constitution to include additional committees,

Therefore Be It Resolved: That Article VII, Section 9, 2nd paragraph, be amended by adding to the eight standing committees listed — "Alcoholism" and "Transportation and Energy", and

Be It Further Resolved: That Article VII, Section 9, 3rd paragraph, be amended by striking out "eight (8) Standing Committees" and inserting in place thereof — ten (10) Standing Committees".

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 7 **Constitutional Amendment** **Increase in Per Capita Tax**

Whereas: Increases in the expenses for telephone, rent, postage, printing, conferences, salaries and health and welfare of the Massachusetts State Labor Council, AFL-CIO, warrant an increase in per capita, and

Whereas: There is the necessity for the continuation of progressive programs that make necessary the expenditure of additional funds, and

Whereas: We must be ever alert to the program of labor's opponents and have the werewithal to expend when necessary funds to combat their propoganda, and

Whereas: The current inflationary period requires positive action by the delegates at the Eighteenth Annual Convention to vote to increase the per capita tax to thirteen cents per month,

Therefore Be It Resolved: That the first sentence of Article VIII, Section 1, be amended by striking out "eleven cents (11¢) per month" and inserting in its place "thirteen cents (13¢) per month."

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 8 **Support of the Union Labor Life Insurance Company**

Whereas: The American Federation of Labor in 1923, by action taken in Convention, appointed a Committee to study the practices of the insurance industry as they then related to wage-earners and union members, and

Whereas: The findings of this Committee, reported to the Convention in 1925, indicated the need and the value of an insurance company that would be aware of and sympathetic to the problems and objectives of the Labor Movement of America in helping to provide greater financial protection for union members and their families, and

Whereas: The Union Labor Life Insurance Company was organized as a direct result of this action taken by the American Federation of Labor and since 1927 has directed its efforts almost entirely to the needs of labor groups in the fields of Individual Life Insurance and Group Life Insurance and, since the very early days of Trusteed Health and Welfare Funds, has encouraged and aided Labor to initiate and administer these Funds with great efficiency and advantage to its membership, and

Whereas: The Union Labor Life Insurance Company has demonstrated beyond question its competence and integrity in the underwriting of Health and Welfare programs by becoming in a few short years the insurer of the largest number of such funds in the country, and

Whereas: The ability of the Union Labor Life Insurance Company to continue to provide cost and service advantages to labor groups can be increased by greater participation and support by labor groups,

Be It Resolved: That this Convention recognize the true affinity of this Com-

pany with the Labor Movement of America by reason of the fact that its stock is owned principally by International Unions and its operation is guided by Directors who are at the same time outstanding Trade Unionists and, for the most part, active officers of International Unions of the AFL-CIO, and

Be It Further Resolved: That this Convention reaffirm its endorsement and support of the Union Labor Life Insurance Company and recommend to all affiliated and associated Local Unions the co-operative consideration of the services of The Union Labor Life Insurance Company in the establishment of programs of Group Life Insurance, Health and Welfare Funds and Retirement and Pension Programs.

(Submitted by Frank A. Sonsini, F.S., B.A., Bricklayers, Masons & Plasterers Local 32.)

RESOLUTION NO. 9

Situs Picketing

Whereas: It is time the Congress enacted what four Presidents from both political parties have long recognized as just — the so-called Situs Picketing Bill, and

Whereas: Presidents Truman, Eisenhower, Johnson and Kennedy all endorsed the principle of situs picketing, which would, as the present legislation states, "protect the economic rights of labor in the building and construction industry by providing for equal treatment of craft and industrial unions,"

Therefore Be It Resolved: That we call upon the Congress to bring an early, definitive vote H.R. 5900, introduced by Representative Frank Thompson (D-NJ), and S.1479, introduced by Senator Harrison Williams (D-NJ). We pledge our united support of this legislation to achieve equal treatment for the building and construction trades industry, and

Be It Further Resolved: That a copy be sent to the Senators and members of Congress from Massachusetts.

(Submitted by William J. Cleary, S.T., Gen. Agt., Boston Building & Construction Trades.)

RESOLUTION NO. 10

Housing

Whereas: The continued depression in the housing industry is a social and economic disaster for America, and

Whereas: Housing starts during the first quarter of 1975 remained at an annual rate of less than one million units — less than half of that required for new households and to replace units lost each year through demolition, fire and natural catastrophies, and

Whereas: The low number of new building permits being issued means depressed levels of housing construction will continue for some time, and

Whereas: This two-year-old crisis in housing has created critical local housing shortages, resulting in inflationary price and rent increases. Rents have been increasing at an annual rate of more than 6 percent. Home ownership costs — mortgage interest, insurance and taxes, as well as purchase price — have been going up at an annual rate of about 14 percent, and

Whereas: The major roadblock to revival of the housing industry is high interest rates, which drive up builder's costs and put monthly payments out of the reach of the vast majority of American families,

Therefore Be It Resolved: That we firmly believe the key to increasing home construction is 6 percent mortgage interest rates. Housing construction can lead the economy back to a healthy growth, as it has in the past, and

Be It Further Resolved: That in order to avoid a repetition of the drastic decline in homebuilding a year or two from now, the Congress must mandate the Federal Reserve Board to allocate credit, so that interest rates will remain low and homebuilding can be sustained at a level required to meet the needs of American families.

(Submitted by William J. Cleary, Chairman, Committee on Housing and John A. Callahan, Director.)

RESOLUTION NO. 11

Support For COPE

Whereas: The Committee on Political Education has, since its inception, taken an active part in state and national elections, and

Whereas: Every effort has been made to keep our members informed of the issues affecting our people, and of the necessity for active participation in both state and federal elections, and

Whereas: Support for and election of labor's endorsed candidates is assurance of positive consideration of labor's legislative program, and

Whereas: Unification of labor's ranks and the support of National COPE's programs will strengthen labor's position in the field of politics,

Therefore Be It Resolved: That all affiliates work in unison to "elect our friends and defeat our enemies", and

Be It Further Resolved: That all our affiliates support COPE's fund raising activities.

(Submitted by John A. Callahan, COPE and Education Director, Mass. State Labor Council, AFL-CIO.)

RESOLUTION NO. 12

Voter Registration by Mail

Whereas: The requirement that people must appear in person for registration at some appointed time and some prescribed place in advance of Election Day, and

Whereas: The process of registering to vote ought to be as simple as possible — a simplified, convenient and uniform system of registration through the mails would go a long way toward the objective, and

Whereas: Several states including California, Iowa, Kentucky, Minnesota, Montana, New Jersey, New York, Texas, Tennessee, Utah, and Maryland (optional) have adopted post card registration and respective Governor's of these States have given testimony as to the success of such a program,

Therefore Be It Resolved: That legislation be filed by the Massachusetts State Labor Council for adoption of voter registration by mail in Massachusetts.

(Submitted by the Committee on Political Education, John A. Callahan, Director; Gr. Lawrence-Haverhill Labor Council.)

RESOLUTION NO. 13

Unfair Competition Resulting from Ineffective Administration of Immigration and Naturalization Rules and Regulations

Whereas: The American Graphic Arts Industry is being adversely affected by competition from new plants (for example, Toppan Printing Company in New Jersey and Merideth/Burda Printing Company in Virginia) operated and administered by foreign interests, and

Whereas: Such foreign interests are seriously injuring American industry and American workers by:

- a. Importing alien workers to perform production work
- b. Refusing, as a matter of stated policy, to employ skilled American craftsmen
- c. Abusing and manipulating the Department of Immigration-Naturalization Service rules and regulations by deceptively alleging the imported alien production workers are "managerial" and/or "training" personnel when, in fact, they are almost exclusively engaged in competitive production
- d. Exploiting unskilled American workers by employing them at very low wages and inferior working conditions under the guise of a "training" program —

when, in fact, training is inadequate if not non-existent and there is little likelihood that such employees will ever be sufficiently trained to qualify as skilled craftsmen

- e. Deliberate discrimination against American workers who are members of unions by rejecting all applicants for employment, and

Whereas: As a result of these practices and policies such foreign controlled firms have been able to develop substantial competitive advantages enabling them to steal major printing work from long-established American firms, and

Whereas: This unfair competition promoted by foreign interests employing so-called "non-immigrant" aliens has resulted in the suspension or curtailment of printing operations among numerous American firms along with concomitant permanent unemployment of hundreds of skilled workers so that unemployment rates of Graphic Arts workers in most of the major printing centers of the United States far exceed national averages, and

Whereas: The economic progress and industrial achievements that have traditionally characterized the history of this country must be credited in large part to the great and continuing contribution of workers, many of whom emigrated from foreign lands with purpose and intent to become part of our society and with a sense of responsibility and commitment to the betterment of their fellow-workers and to the country's industries, and

Whereas: The unreasonable and inexcusable system and condition that permits such unfair competition, which is destroying the American-based printing industry and the working standards and opportunities of American workers, is made possible only by the deceptive abuse of the law as administered by the Immigration-Naturalization Service, and

Whereas: Available information and evidence supports the belief that these highly detrimental conditions are not limited to the Graphic Arts industry but substantially exist in other established American industries to the detriment of many hundreds of other American workers as well as their representative organizations, now therefore be it

Resolved: That this Convention record its full and unqualified support of American Labor's efforts to amend the law so as to end abuses. . . and require the Immigration-Naturalization Service to administer and regulate the law in a manner that prohibits the use of temporary non-immigrant foreign nationals as production workers, and be it further

Resolved: That this Convention instruct its Officers to actively join, assist and participate with the Graphic Arts International Union in any and all programs and activity intended to influence and persuade the Legislators, representing the State of Massachusetts in Washington, to responsibly protect the interests of American industry and American workers by sponsoring, endorsing and actively supporting remedial legislation that prohibits the use of temporary non-immigrant foreign nationals as production workers.

(Submitted by Locals No. 300 and 16B of the Graphic Arts International Union, AFL-CIO.)



RESOLUTION NO. 14

Improvement in Workmen's Compensation

Whereas: The benefits in Workmen's Compensation have not kept pace with the increases in wages and the increased cost of living as well as the extended benefits granted in other jurisdictions, and

Whereas: There has been unnecessary delay and pile up of cases to the detriment of the injured employee in Massachusetts, and

Whereas: There has recently been the development of unscrupulous practices of insurance companies to the detriment of the injured workers, now

Therefore Be It Resolved: That this Convention endorses the following legislative program in the Workmen's Compensation field and instructs its Legislative Director to file the following legislation to benefit the injured employee:

- ✓ 1. Decrease waiting period.
2. An increase in benefits to meet the two-thirds wage concept.
3. Increase in payments to injured workers based on increases in cost of living or on new benefits.
- ✓ 4. A penalty for delayed settlements and payments by insurance companies including new benefits as of the time of decisions rather than the injury.
5. State fund for Workmen's Compensation.
6. An improved contingency fund and increased benefits for aggravated injuries. (Submitted by Edward Wall, Secretary-Treasurer, Business Manager — Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees Union, Local 116.)

RESOLUTION NO. 15

Amending the TIP Section of Industrial Bulletin 3. Divn. of Industrial Safety Booklet Section 152-A ✓

Whereas: Section 152-A does not cover a situation whereby an employer instead of using the gratuity charge on total bills; and

Whereas: Some employers use the word "service charge" instead of "gratuity", now

Therefore Be It Resolved: That the Mass. State Labor Council file legislation to modify said section by adding the following: "service charge" in all instances where "gratuities" appear in this said section of the law.

(Submitted by Edward Wall, Secretary-Treasurer, Business Manager — Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees Union, Local 116.)

RESOLUTION NO. 16

Amend Fair Labor Standards Act for Tip Employees ✓

Whereas: Non Union service employees are required to turn over their tip to their Employer; and

Whereas: Some non union employers may use the same to satisfy the F.L.S.A. wage obligation and the 50% limitation on tip credits; and

Whereas: Under the Act such service charges become part of the employer's gross receipts which he pockets; and

Whereas: The employer may use these in their entirety to satisfy the F.L.S.A. wage obligations thus paying service employees an hourly rate of pay with the service charge money, now

Therefore Be It Resolved: That the Mass. State Labor Council seek a change in the Minimum Wage and Hour Law; and be it

Resolved Further: That the Mass. State Labor Council seek legislation whereby the employer can no longer count tip gratuity and service charges in determining whether their employees are being paid the legal minimum wage.

(Submitted by Edward Wall, Secretary-Treasurer, Business Manager — Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees Union, Local 116.)

RESOLUTION NO. 17 ✓

Licensing of Caterers

Whereas: Caterers, in many instances create unfair competition to public restaurants, and

Whereas: Caterers, in many instances, are family run affairs without sufficient experience of serving sanitary meals; and

Whereas: These caterers do not pay fringe benefits equivalent to public restaurants, and

Whereas: Many caterers do not pay unemployment compensation tax, social security taxes, and in many instances do not declare income because of family participation in their services; and

Whereas: These caterers are not required to pass any kind of a test as to whether they are experienced to serve proper and sanitary foods; and

Whereas: Many of these caterers add a percentage for gratuity or service to the total bill and do not distribute these tips equally to all employees working for such caterers; and

Whereas: These caterers pocket the gratuity or service charge and pay their employees an hourly rate of pay; now

Therefore Be It Resolved: That the Mass. State Labor Council submit legislation to correct these abuses and unfair competition by caterers, and

Be It Further Resolved: That these caterers be charged a license fee of One Thousand Dollars (\$1,000.00) per year.

(Submitted by Edward Wall, Secretary-Treasurer, Business Manager — Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees Union, Local 116.)

RESOLUTION NO. 18

Strikers Right to Welfare

Whereas: The United States Department of Health, Education and Welfare has called for public comment on two alternative proposals, (1) opening the way to states to adopt regulations which would deny aid to families whose chief breadwinner is engaged in a strike and (2) to forbid the states to deny aid to unemployed fathers simply because of a strike situation, and

Whereas: For many months the United States Chamber of Commerce and other industry spokesmen have been conducting a campaign to deny welfare aid and even unemployment compensation to strikers in an effort to "starve out" strikers and so help employers against their workers, now

Therefore Be It Resolved: That the Mass. State Labor Council be instructed to send a letter to the Dept. of Health, Education and Welfare requesting them to clarify the regulations so that aid can be given to families of strikers.

(Submitted by Edward Wall, Secretary-Treasurer, Business Manager — Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees Union, Local 116.)

RESOLUTION NO. 19

Appropriations Under Public Bargaining Law

Whereas: The General Court did enact Chapter 150E, the Public Employee Bargaining Law, and

Whereas: Section 7 of this law states, "The employer shall submit to the appropriate legislative body within thirty days after the date on which the agreement is executed by the parties, a request for an appropriation necessary to fund the cost items contained therein;" and

Whereas: For state employees the appropriate legislative body is the General Court,

Therefore Be It Resolved: That the Convention urge the members of the General Court to take prompt, positive action on the required appropriation request thereby demonstrating to the other legislative bodies the General Court's complete support of Chapter 150E.

(Submitted by the Worcester State College Faculty Federation Local 2070, American Federation of Teachers.)

RESOLUTION NO. 20

Recognition of the Staff

Whereas: The efficiency of the day-to-day existence of the Council depends a great deal on the cooperation of the office staff, and

Whereas: The Council has had full cooperation by the Office staff in carrying out their many and varied duties of their positions, and

Whereas: The Council and delegates assembled are cognizant of the staff's willingness to carry out their duties in a most professional manner,

Therefore Be It Resolved: That the Convention assembled include in the proceedings of the Convention our appreciation to the staff for their loyalty to the labor movement.

(Submitted by John A. Callahan, COPE and Education Director and delegate, I.B.E.W., Local 326.)

RESOLUTION NO. 21

The Showdown with J. P. Stevens

The entire nation is shocked by the vicious, unrelenting coercion with which J. P. Stevens & Co. has opposed the efforts of its employees to organize and build a union of their own. Hundreds of pro-union employees have been discharged and the number of acts of coercion and intimidation runs into the thousands. Never has any other employer so flagrantly and massively violated the National Labor Relations Act.

Despite being found guilty of massive violations 13 times by the NLRB, and upheld eight times by the U. S. Supreme Court of Appeals and three times by the Supreme Court, this company thumbs its nose at the National Labor Relations Board and continues to violate the law as though it were a power unto itself.

For 12 years the Textile Workers Union of America and the Industrial Union Department have struggled in a joint campaign to foil the South's anti-union conspiracy by organizing this second largest textile chain employing 46,000 workers in 89 plants. One year ago a major victory was scored in seven J. P. Stevens plants employing 3,600 workers in Roanoke Rapids, N. C.

Confronted by two contempt decrees by the Circuit Court, J. P. Stevens eventually came to the bargaining table. But it soon became evident that the company was only going through superficial motions of bargaining. Taking an unyielding stance, J. P. Stevens refused to bargain in good faith or agree to even the minimum conditions of a contract.

With each negotiating session it became more and more obvious that the company was as dead set as ever against permitting the union to get a foothold in any plant regardless of the law and the expressed wishes of its employees. Having failed to defeat its Roanoke Rapids workers in the NLRB election, the company was now bent upon destroying the union at the bargaining table.

The obstacles confronting J. P. Stevens workers after one year of fruitless bargaining cannot be ignored by the labor movement. These workers cannot depend upon the law to help them get a contract. The proclamation of the National Labor Relations Act that workers have a right to organize and bargain collectively has proven again and again to be a hollow promise. Therefore, they can turn only to the labor movement for help.

We of organized labor have an obligation to help these J. P. Stevens workers. We must always keep in mind the fact that, if our standards are higher today and we are no longer the victims of an employer's absolute power, it is only because others helped us to organize. Without our help the courageous struggle of the J. P. Stevens workers for these last 12 years will be lost.

By thumbing its nose at the law and continuing its notorious record of anti-unionism, J. P. Stevens has thrown down the gauntlet and is challenging not only TWUA and the IUD, but the labor movement in general and the entire concept of law and order in our society.

Therefore Be It Resolved: By the AFL-CIO that we pledge our full support to the J. P. Stevens workers and, together with all our affiliates, take whatever measures may be needed to help them secure a contract at Roanoke Rapids, N.C. including support for a massive national boycott of J. P. Stevens products if such action is needed.

(Submitted by Textile Workers Union of America, Alton M. Hodgman, State Director.)

RESOLUTION NO. 22

National Health Insurance

Whereas: Some Americans receive no medical care; many Americans receive poor medical care; our Nation's medical care delivery system is largely unplanned, un-coordinated and duplicative, so that facilities and manpower are inefficiently utilized; and

Whereas: Local union health and welfare coverage is neither the best nor the worst of all these individual health care programs; they are all tied to the economic structure of particular industries and unfortunately often reflect the collective bargaining skill of union officials and the resistance of management; and

Whereas: The logical answer to this inequitable and poorly planned system of health care is for the organized working men and women of this country to band together with other citizen groups to press for national health insurance. This vast lobby for total health care should press for an end to the attempts of private groups to restrict the supply of physicians, for an expansion of legislation to construct hospital and clinic facilities for full federal scholarships for nurses training and training in all related health care skills; and

Whereas: Total comprehensive health care for all Americans is a right, not a privilege based on financial status; now

Therefore Be It Resolved: That this Convention of the Mass. State Labor Council, AFL-CIO join on local and national levels with trade unions and other groups and friends of the national health insurance in the Congress to support the most comprehensive national health plan by organizing an effective program of public education in support of the necessary legislative changes, so that good health care no longer continues as an accident of birth or social and economic condition.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 23

Labor Program for 1976 Legislation

Whereas: The labor movement of Massachusetts has in the past been among the leaders in the country in progressive and liberal legislation, and

Whereas: One of organized labor's principal legislation aims in the past has been to protect all the working men and women of the Commonwealth, and

Whereas: These protections include disability payments for all persons out of work as a result of sickness, minimum wages and overtime for all employees, adequate unemployment compensation and workmen's compensation benefits for workers related to their wages, unemployment benefits for persons out of work as a result of a labor dispute and other related items including pensions;

Therefore Be It Resolved: That this Convention endorse the following legislation program for filing in December 1975 with roll call votes:

1. Sickness Disability for persons out of work as a result of illness.
2. Unemployment Compensation Benefits for persons out of work as a result of a labor dispute including lockouts, and repeal of the pension offset law.
3. Decreased waiting period, priority hearings on weekly compensation liability and increased benefits under the workmen's compensation law.
4. Strengthening the law and further regulating the fees charged by private employment agencies.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION No. 24

Clarifying the Unemployment Compensation Law

Whereas: The unemployment compensation law has recently been unfairly tightened and now deprives employees of their benefits under the law when they are out of work through no fault of their own, and

Roll Call

Whereas: The technical terms "attributable to the employing unit or its agent" were recently added to the statute. Now, therefore, be it

Resolved: That the Legislative Department file legislation to restore the old law and eliminate this new inequitable provision "attributable to the employing unit or its agent" and be it further

Resolved: That the Legislative Department be instructed to obtain a roll call vote on this measure.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 25
Regulating Employment Agencies

Roll Call

Whereas: The employment agency law of Massachusetts has several loopholes, and

Whereas: The Massachusetts Law has not been amended to take into account inflationary trends, and

Whereas: No maximum fees are set on employment agencies which obtain positions in excess of \$8,000 per year, or on agencies which collect their fees from the employers, thereby reducing the net amount of pay to the employee, therefore be it

Resolved: That this Convention instruct its legislative agent to file a bill to plug up the loopholes in the present law, to set maximum fees on all agencies, and

Be It Further Resolved: That a roll call of the vote on this labor measure be included in the printed report of the legislative agent.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 26
Improved Unemployment Compensation

Whereas: Unemployment Compensation benefits in Massachusetts have not kept pace with the cost of living or wage increases or the extended benefits in other states, and

Whereas: Eligibility requirements in Massachusetts have been unfairly tightened, and

Whereas: Benefits have been extended in other states to new areas which are not fully covered in Massachusetts, Therefore be it

Resolved: That this convention adopt the following legislative proposals:

1. To increase to six weeks the benefits paid to a person who becomes ill while unemployed, and
2. To increase the variable maximum to two-thirds of the average industrial wage, and
3. To provide benefits for persons out of work as a result of a lockout by the employer, and
4. To liberalize the new restrictive eligibility requirements of the law, and,
5. To repeal the Offset Bill.

(Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 27
Improvement in Workmen's Compensation

Whereas: The benefits in Workmen's Compensation have not kept pace with the increases in wages and the increased cost of living as well as the extended benefits granted on other jurisdictions, and

Whereas: There has been unnecessary delay and pile up of cases to the detriment of the injured employee in Massachusetts, and

Whereas: There has recently been the development of unscrupulous practices of insurance companies to the detriment of the injured workers. Now, therefore be it

Resolved: That this Convention endorse the following legislative program in the Workmen's Compensation field and instructs its Legislative Director to file the following legislation to benefit the injured employee:

- ✓ 1. Decrease waiting period
 - ✓ 2. An increase in benefits to meet the two-thirds wage concept
 - ✓ 3. Increase in payments to injured workers based on increases in costs of living or on new benefits
 - ✓ 4. A penalty for delayed settlements and payments by insurance companies including new benefits as of the time of decision rather than the injury
 - ✓ 5. State fund for Workmen's Compensation
 - ✓ 6. An improved contingency fund and increased benefits for aggravated injuries.
- (Submitted by the Executive Council of the Massachusetts State Labor Council, AFL-CIO.)

RESOLUTION NO. 28 Constitutional Amendment Thirty-Three Vice Presidents

Whereas: The Northampton Labor Council by action of the National Office of the AFL-CIO has been granted the jurisdiction of the former Greenfield Labor Council.

Whereas: The aforementioned action of the National AFL-CIO grants the Northampton Labor Council jurisdiction over most of Hampshire and Franklin Counties.

Whereas: By virtue of size and existing Vice Presidential Districts, the Hampden and Berkshire Vice Presidential Districts could hold all Vice Presidential seats.

Be It Resolved: That the Massachusetts State Labor Council amend Article V, Section 2 to read: "The Executive Council shall consist of the Executive Officers and thirty-three (33) Vice Presidents – at least one (1) of them shall be a woman."

Be It Further Resolved: That the Massachusetts State Labor Council amend Article V, Section 2A as follows: – Of the thirty-three (33) Vice Presidents, fifteen (15) including one (1) woman shall be nominated and elected at large; Eighteen (18) shall be nominated and elected as resident candidates from the Districts they are to represent. The nine (9) Districts shall be arranged in the following order:

District (1) - Suffolk County, entitled to two (2) Vice Presidents.

District (2) - Norfolk and Plymouth Counties, entitled to two (2) Vice Presidents.

District (3) - Essex County, entitled to two (2) Vice Presidents.

District (4) - Middlesex County, entitled to two (2) Vice Presidents.

District (5) - Worcester County, entitled to two (2) Vice Presidents.

District (6) - Berkshire County, entitled to two (2) Vice Presidents.

District (7) - Hampden County, entitled to two (2) Vice Presidents.

District (8) - Bristol, Barnstable and Dukes Counties, entitled to two (2) Vice Presidents.

District (9) - Hampshire and Franklin Counties, entitled to two (2) Vice Presidents.

Be It Further Resolved: That the Executive Board of the Massachusetts State Labor Council, within ninety (90) days, appoint a Vice President from the Berkshire District and a Vice President from the Hampshire-Franklin District whose name shall be submitted by the respective Councils in the aforementioned Vice Presidential Districts.

(Submitted by George J. O'Brien, Pres. & Robert E. Murphy, Rec. Sec., Northampton Labor Council.)

RESOLUTION NO. 29 Postcard Registration

Whereas: We in the Labor movement are acquainted with the many difficulties that citizens find when it is necessary for them to register to vote; and

Whereas: The United States has a very poor record of turnout when it comes to citizens voting in federal, state and local elections; and

Whereas: Organized Labor is aware of the importance of registering and voting in order to assure the election of legislators who will support progressive social legislation; and

Whereas: Organized Labor and other community organizations expend vast sums of money and manpower each year in order to publicize and make more effective voter registration periods,

Therefore Be It Resolved: That this Convention of the Mass. State Labor Council, AFL-CIO take due note that in foreign countries where voting participation is much higher than in the United States they use mail and door-to-door canvassing to register citizens. We therefore endorse a simple method of national registration in order to enable and encourage all eligible voters to more easily participate in the electoral process. We endorse and support the passage of legislation that would permit and set up a process of postcard voter registration.

(Submitted by Rexford Weng, Chairman and Julius Bernstein, Secretary, Civil Rights Committee)

RESOLUTION NO. 30

Establishment of Public Employees Department

SEE SUBSTITUTE

Whereas: The AFL-CIO has established a Public Employees Department, and

Whereas: Public employees represent the fastest growing sector in the Labor movement, therefore

Be It Resolved That:

- ✓ 1. A Public Employees Department be established within the Massachusetts State Labor Council, AFL-CIO.
- ✓ 2. That funding be reviewed and a report presented to the Executive Board at its January meeting for the establishment of said Department.

(Submitted by Paul F. Quirk, President Local 509 SEIU, AFL-CIO)

RESOLUTION NO. 31

Support for Union Insurance Agents

Whereas: The Insurance Workers International Union is striving to complete the organization of the debit insurance agent in the State of Massachusetts, and is battling the greatest concentration of wealth any Union has ever fought against, and

Whereas: A number of resolutions have been adopted by the various Massachusetts State Labor Conventions endorsing the principle of buying insurance from Union Insurance Agents, and

Whereas: There are Union debit agents in the following Insurance Companies:

Boston Mutual Life Insurance Company	- Union Shop
John Hancock Mutual Life Insurance Co.	- Union Shop
Metropolitan Mutual Life Insurance Co.	- Open Shop
Prudential Mutual Life Insurance Co.	- Open Shop
Union Labor Life	- Union Shop,

and

Whereas: In spite of all good intentions, millions of dollars of insurance is still being sold to members of labor organizations by the unorganized life insurance agent, and

Whereas: Even in a life insurance company that has a Union Shop, it is still possible to buy insurance from an individual who does not hold a Union card, such as management personnel, brokers and ordinary agents, therefore

Be It Resolved: That this Convention respectfully but urgently call upon all affiliated international unions, their Local Unions, and their members to transact all life insurance and group insurance with members of the Insurance Workers International Union, AFL-CIO. Before purchasing insurance, ask the agent to show his Union card.

(Submitted by Maurice Nerman, President Local 36 Insurance Workers International Union, AFL-CIO)

RESOLUTION NO. 32

Job Layoff Affirmative Action and Seniority

Whereas: The crippling inflation and the high unemployment in which our country finds itself has resulted in reversing the recent job gains of minority groups and women so that unemployment among blacks is consistently double that among whites, and among black teenagers it averages from 40 to 45%; and

Whereas: This has resulted in escalating the competition between whites and blacks and between men and women for scarce jobs, in the reintroduction of the old system wherein minority employees, being among the last to be hired, are the first to be fired, with minority group members therefore tending to be disproportionately represented among the victims of massive layoffs; and

Whereas: This tragic competition between groups that grows out of the inequities of past discrimination in employment has resulted in a growing dispute over the job seniority rights system; therefore, be it

Resolved: That this convention of the Mass. State Labor Council expresses first of all its continuing commitment to support of the principle that all jobs must be open to applicants without any form of discrimination because of race, religion, sex, national origin or age. We pledge our support to the governmental agencies charged with enforcing the laws that guarantee this fundamental right; and, be it further

Resolved: That at the same time, we regard the seniority system as a keystone of the labor movement and oppose its destruction in the current period of economic stress. If this were to happen, it would in the end be of benefit only to the employers. Labor fought bitterly for the seniority principle as a basic protection for workers against arbitrary treatment by employers in relation to layoff, dismissals, promotions, and other employment rights. Minority workers and women are the beneficiaries of seniority rule protection as well as white males. Abandonment of seniority would only force innocent workers to bear the burden of paying for past discriminatory practices imposed by others, and would inflame hostility between the competing groups. And, be it further

Resolved: That while this convention approves in principle such decisions as workers may democratically arrive at so as to minimize the impact of layoffs on their fellow-workers, we basically believe working people should not be pitted against each other by an economy of scarcity. Instead of competition for scarce job opportunities, there should be planned deliberate expansion of those opportunities. We believe the Congress and the Administration should stop dilly-dallying in this regard. The theoretical commitment to full employment already exists. That commitment should be honored post-haste by specific legislation. The availability of a job to every worker regardless of race, religion or sex should be assured through a carefully planned combination of large-scale public service and public works programs, government-aided housing construction programs, and other such programs aimed at creating jobs by dealing with unmet social needs of the nation. The struggle between workers for limited opportunities cannot be tolerated. As labor and civil rights groups said jointly during the Civil Rights March on Washington under the leadership of the late Dr. Martin Luther King, we support both "Jobs And Freedom."

(Submitted by Douglas C. Butler, AFSC&ME Local 445 and Elliot Klitzman, Ladies Garment Wkrs. Local 281)

RESOLUTION NO. 33

Full Employment Opportunity

Whereas: The number of children in some of the public school systems may be declining, and

Whereas: There are dedicated and competent teachers available in all disciplines, and

Whereas: Programs should be designed and implemented to give citizens of all ages the opportunity for quality education using the rich resources of available teachers; therefore be it

Resolved: That programs be designed and implemented to give citizens of all ages the opportunity for quality education using the rich resources of available teachers, avoiding the lay-off of needed educational personnel.

(Submitted by John Coleman Walsh, President, AFT Local 1706 AFL-CIO)

RESOLUTION NO. 34

American Income Life Insurance Company

Whereas: In this period of runaway hospital and medical costs most workers need additional benefits over and above those secured through collective bargaining, and

Whereas: American Income Life Insurance Company has developed supplementary insurance programs designed to pick up where union contracts leave off, and

Whereas: American Income Life now serves more than 12,000 Local AFL-CIO unions with individual policies providing Disability Benefits, Cancer Protection, and Dependent Life Insurance, and

Whereas: American Income Life is a fully organized company with all of its employees belonging to Office and Professional Employees International Union Local 277, therefore, be it

Resolved: That this Convention recommend to affiliated unions favorable consideration of the supplementary insurance programs of American Income Life Insurance Company.

(Submitted by Kenneth J. Kelley, OPEIU Local 277 and Michael Tarallo, Laborers Local 22)

RESOLUTION NO. 35

Cost-Of-Living Adjustments

Whereas: The Legislature of the Commonwealth of Massachusetts has voted no cost-of-living increases for Community college professionals since the one taking effect December, 1973, and

Whereas: In 1974 the Legislature of the Commonwealth of Massachusetts abolished merit increments for Community College professionals, effectively freezing their salaries since December, 1973, and

Whereas: The rate of inflation has been about 10% during the intervening time, effectively decreasing the salaries of Community College professionals; therefore be it

Resolved: That this convention of the Mass. State Labor Council, AFL-CIO, endorse legislation which will compensate Community College professionals for their past salary freeze and will provide them with salary increases until a collective bargaining agreement can be reached.

(Submitted by Bristol Community College Local 2177)

RESOLUTION NO. 36

Professional Tenure

Whereas: The Mass. Board of Regional Community Colleges has recently abolished tenure for teachers in the Commonwealth's Community Colleges, and

Whereas: Non-administrative professional personnel who are part of the bargaining unit (Counsellors, Librarians, Student Service personnel such as admissions and Financial Aid Officers) have no form of job security; therefore be it

Resolved: That the Mass. State Labor Council, AFL-CIO, support legislation granting all Community College professionals, who are members of the bargaining unit, tenure after an adequate probationary period.

(Submitted by Bristol Community College, Local 2177)

RESOLUTION NO. 37

Bargaining for Benefits

Whereas: The Legislature of the Commonwealth of Massachusetts has passed a Collective Bargaining Law for employees in the public sector, and

Whereas: It is inherent in the bargaining process that each party be free from outside interference; therefore be it

Resolved: That a bill be submitted to the Legislature granting the parties in Collective Bargaining in the public sector the unlimited right to any agreement on fringe benefits. *Medical & Dental Benefits*

(Submitted by John Coleman Walsh, President AFT Local 1707, AFL-CIO)

RESOLUTION NO. 38

Higher Education Budget

Whereas: Educated citizens make a significant contribution to the quality of life within the Commonwealth, to the well being of the Commonwealth, and

Whereas: Citizens of the Commonwealth have a right to the education needed for a full and satisfying life as a citizen; therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO, urge the Governor of the Commonwealth of Massachusetts and the General Court to provide the necessary budgetary support for quality public higher education.

(Submitted by SMU Faculty Federation Local 1895 AFT, No. Dartmouth)

RESOLUTION NO. 39

Tuition

Whereas: The Legislature of the Commonwealth of Massachusetts has recently raised tuition at state colleges, and

Whereas: The inflation has caused private junior colleges, colleges and universities to price themselves beyond the means of many Massachusetts residents, and

Whereas: Inflation and unemployment have made higher education impossible or very difficult for many workers' children who previously could attend only state institutions of higher education, therefore be it

Resolved: That this convention of the Mass. State Labor Council, AFL-CIO, do everything in its power to keep down tuition in state institutions of higher education.

(Submitted by Bristol Community College Local 2177)

RESOLUTION NO. 40

Right to Strike by Teachers and Aides

Whereas: The right of workers to strike for higher wages and better working conditions is among the rights the American worker enjoys, and

Whereas: The right to strike is essential to the establishment and maintenance of a free and effective trade union movement in a free society, and

Whereas: The courts and the State Labor Relations Board imposed heavy sanctions on the Boston Teachers Union for the strike which occurred from September 22 to September 26 and did virtually nothing to the Boston School Committee for the bargaining in bad faith, and

Whereas: In the absence of the right to strike teachers and aides are relegated to the role of second-class citizens who do not enjoy the full bargaining rights guaranteed to other citizens; therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO go on record in favor of amending the General Laws of the Commonwealth to grant the right to strike to all teachers and aides in the Commonwealth.

(Submitted by Henry Robinson, President Boston Teachers Union Local 66 AFT, AFL-CIO)

RESOLUTION NO. 41**Right to Strike by Public Employees**

Whereas: The right of workers to strike for higher wages and better working conditions is among the rights the American worker enjoys, and

Whereas: The right to strike is essential to the establishment and maintenance of a free and effective trade union movement in a free society, and

Whereas: In the absence of the right to strike, public employees in Massachusetts are relegated to the role of second-class citizens who do not enjoy the full bargaining rights guaranteed to other citizens; therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO go on record in favor of amending the General Laws of the Commonwealth to grant the right to strike to all Public Employees in the Commonwealth.

(Submitted by SMU Faculty Federation, Local 1895, AFT, No. Dartmouth)

RESOLUTION NO. 42**Right to Strike for Employees of Institutions of Higher Learning**

Whereas: The Legislature of the Commonwealth of Massachusetts has recently enacted laws reducing the budgets of state institutions of higher education, and

Whereas: Instructors in higher education have nationally come under attack against tenure, seniority and academic freedom, and

Whereas: The economy has caused a surplus of instructors in some fields of higher education; therefore be it

Resolved: That this Convention of the Mass. State Labor Council, AFL-CIO support instructors in higher education in the retention of the rights they have fought long and hard for — seniority, tenure and academic freedom; and

Be It Further Resolved: That a bill be submitted to the Legislature granting employees of institutions of higher education the right to strike, to maintain what they have already won as well as to be effective in future collective bargaining situations.

(Submitted by Bristol Community College Local 2177)

RESOLUTION NO. 43**Right to Strike by Public Employees**

Whereas: The right of workers to strike for higher wages and better working conditions is among the most precious rights the American worker enjoys; and

Whereas: The right to strike is essential to the establishment and maintenance of a free and effective trade union movement in a free society; and

Whereas: In the absence of the right to strike, public employees in Massachusetts are relegated to the roll of second-class citizens who do not enjoy the full bargaining rights guaranteed to other citizens, therefore

Be It Resolved: That the Massachusetts State Labor Council, AFL-CIO go on record in favor of amending Sec. 9A of Chapter 150E, General Laws of the Commonwealth to grant the right to strike to all Public Employees in the Commonwealth not presently covered by Chapter 150E of the General Laws (Binding Arbitration), and

Be It Further Resolved: That the Massachusetts State Labor Council, AFL-CIO make this a priority issue in their 1976 Legislative Program.

(Submitted by the Greater Brockton Central Labor Council, AFL-CIO)

RESOLUTION NO. 44**Right to Strike by Public Employees**

Whereas: The right of workers to strike for higher wages and better working conditions is among the rights the American worker enjoys, and

Whereas: The right to strike is essential to the establishment and maintenance

of a free and effective trade union movement in a free society, and

Whereas: In the absence of the right to strike, public employees in Massachusetts are relegated to the role of second-class citizens who do not enjoy the full bargaining rights guaranteed to other citizens; therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO go on record in favor of amending the General Laws of the Commonwealth to grant the right to strike to all Public Employees in the Commonwealth.

(Submitted by John Coleman Walsh, President AFT Local 1707, AFL-CIO)

RESOLUTION NO. 45

Right to Strike for Public Teachers & Paraprofessionals

Whereas: The right of collective bargaining including the right to strike, is a fundamental right of all workers, and

Whereas: Chapter 150, Section E of the General Laws of the Commonwealth of Massachusetts discriminates against the right of public school teachers and paraprofessionals to strike, and

Whereas: Chapter 150, Section E sets forth restrictions and punitive measures solely upon the employee contradicting the equality of the employer and employee in true collective bargaining, and

Whereas: Chapter 150, Section E infringes upon the Constitutional rights of the public school teacher and paraprofessional; therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO support legislation which would guarantee the right of public school teachers and paraprofessionals to organize, bargain collectively, and secure the right to strike.

(Submitted by Joseph G. Gauvain, Lynn Teachers Union Local 1037, AFT)

RESOLUTION NO. 46

Opposition to Tuition Increases

Whereas: The need for educated and trained persons in our society continues, and

Whereas: There is a need for educational experiences that improve the quality of life, and

Whereas: Increases in tuition adversely affect the ability of persons of lower income to avail themselves of higher education which would provide the needed training, therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO go on record as opposed to increases in tuition for students in public institutions of higher education.

(Submitted by SMU Faculty Federation Local 1895 AFT, No. Dartmouth)

RESOLUTION NO. 47

Implementation of Collective Bargaining Agreements in the Public Sector

Whereas: The Public Employee Collective Bargaining Law, Chapter 150E of the General Laws of the Commonwealth, went into effect on July 1, 1974, and

Whereas: Certain portions of Agreements reached between units of State and County employees and the employers must be funded by the General Court before they become effective, and

Whereas: Several units of employees have signed and ratified Agreements which require such approval, and the requests for funds have been duly made, and

Whereas: The General Court has, thusfar, failed to take any action on these requests, and

Whereas: Some of these requests have been before the General Court since February 1975, therefore be it

Resolved: That the Massachusetts State Labor Council publically call on the members of the General Court to take prompt and favorable action on all requests for funds to implement collective bargaining agreements which are now before

them, and be it further

Resolved: That the Massachusetts State Labor Council call on the members of the General Court to establish a standard procedure, whereby requests of this type made in the future may be handled as expeditiously as possible.

(Submitted by Hathorne Teachers Federation, AFT, Hathorne.)

RESOLUTION NO. 48

Support for Low Cost Tuition

Whereas: Public higher education in Massachusetts has a long tradition of low cost, high quality education, and

Whereas: Public higher education in Massachusetts has provided educational opportunities to the children of working families at a cost which has been reasonable, and

Whereas: It is necessary that tuition costs be kept at a level which allows the children of working families to continue to receive these opportunities, therefore be it

Resolved: That the Massachusetts Federation of Teachers urge the various boards of trustees of public higher education, the General Court, and all of organized labor to exert their best efforts to maintain low cost tuition and high quality education in public higher education in Massachusetts.

(Submitted by Worcester State College Faculty Federation, Local 2070, AFT.)

RESOLUTION NO. 49

Right to Strike for Public Employees

Whereas: The right of collective bargaining, including the right to strike is a fundamental right of all workers, and

Whereas: Any attack on the collective bargaining rights of one category of employees is an attack on the basic foundation of the entire labor movement, and

Whereas: Teachers and other public employees have been enjoined, harassed, dismissed and otherwise mistreated for exercising their right to strike, and

Whereas: Continued efforts on the part of teachers and other public employees to change intolerable conditions through collective bargaining are sometimes limited by regressive legislation and/or judicial decisions, therefore, be it

Resolved: That the Massachusetts Federation of Teachers continue to support legislation which would guarantee the right of teachers and other public employees to organize, bargain collectively and to strike.

(Submitted by Hathorne Teachers Federation AFT, Hathorne)

RESOLUTION NO. 50

Congratulations to the Red Sox

Whereas: The Boston Red Sox have brought joy and entertainment to hundreds of thousands of people in the New England area during 1975, and

Whereas: They fought their way to the American League Championship for 1975 with the kind of determination and skill which is the hallmark of the American labor movement, and

Whereas: Their winning of the American League pennant brought honor and glory not only to the Commonwealth of Massachusetts but to Red Sox fans everywhere in America, and

Whereas: As this book of resolutions goes to press they are engaged in a World Series from which they may very well emerge as the baseball champions of the world, therefore be it

Resolved: That the Massachusetts State Labor Council, AFL-CIO, and all of its affiliates congratulate every player on the Red Sox team and their able management for a job well done, and be it further

Resolved: That a copy of this resolution be sent to the management of the Red Sox, regardless of the outcome of the World Series.

(Submitted by Affiliates of the Mass. State Labor Council, AFL-CIO)

RESOLUTION NO. 51

Peace in the Middle East

Whereas: It is our belief that this Nation has a responsibility to maintain the strength and security of significant allies in areas where the United States has interests vital to its own security and to that of the democratic world; and

Whereas: It is our belief that the security of the State of Israel is a keystone in the defense of the American principles and policies that our commitments abroad be oriented toward the defense and survival and aid of democratic states; therefore be it

Resolved: That this convention of the Mass. State Labor Council, AFL-CIO, welcomes the Sinai interim agreement arrived at by Israel and Egypt under American sponsorship as a promising step on the road to peace in that troubled area. We commend the American initiative in helping achieve the agreement that has increased U.S. influence as a democratic force and as a force for peace. And, be it further

Resolved: That this convention supports full and positive action by the branches of the American government in fulfilling the U.S. commitment in connection with the Sinai agreement between Egypt and Israel, both in terms of civilian observers at early warning monitoring posts and in terms of economic aid. And be it further

Resolved: That in the face of these hopeful developments, we deplore the reckless moves against Israel by blocs of nations seeking to manipulate the United Nations for their own political advantage. We oppose the moves against the democratic State of Israel which resulted in that nation's participation being limited in some of the U.N.'s specialized agencies. We oppose the irresponsible calls by some for the suspension or expulsion of Israel from the United Nations. Such a move would only pose a threat to the UN's survival at a time when it is still badly needed to hold the nations of the world in meeting together in hopes that at some point they will be able to resolve their difference and live at peace with one another. And be it finally

Resolved: That this convention renews its stand of solidarity with the free trade union movement of Israel and its labor government. Accordingly, we direct that copies of this resolution be forwarded to the President of the United States, the Secretary of State, and the Senators and U.S. Representatives in Congress from the Commonwealth of Massachusetts.

(Submitted by Anthony Polcari, Chr. Ex. Bd. Local 73, ILGWU; Edward G. DuFio, Chr. Local 80 ILGWU, Enrico Parente, ILGWU; Marchie LaGrasta, Pres. Brockton Central Labor Council.)

RESOLUTION NO. 52

Discrimination by Foreign Investors

Whereas: Arab investors, enriched by the petrodollars they have extracted by raising the prices of oil for nation's dependent on them for this source of energy, have recently begun to seek new areas of investment; and

Whereas: This has resulted in Arab oil money being invested in various kinds of American enterprises in recent months; and

Whereas: This move has raised various problems such as the protection of sensitive sectors of the U.S. economy from foreign control, and the effect inside this country of the Arab boycott and blacklisting of firms doing business with Israel; and

Whereas: Complaints have already been made of Americans being fired from their jobs by American firms because of demands by Arab investors that clauses be written into contracts forbidding the use of Jewish workers on the project; therefore, be it

Resolved: That this convention of the Mass. State Labor Council, AFL-CIO, reaffirms its firm opposition to any discrimination on the basis of religion, race or national origin. We call on federal and state officials to give the closest scrutiny to this new form of discrimination — the introduction of it on the American scene by foreign capital, and its extension to American businesses, white-collar workers,

professionals, directors and high-level management. If necessary, we call for the broadening of laws against job discrimination so that they can and will be forcefully used against this insidious development. Under no circumstances can America permit any nation to discriminate between American citizens. We must insist that we have just one class of citizenship and they deal with all or none.

(Submitted by Anthony J. Polcari, Chr. Ex. Bd. Local 73 ILGWU; Edward G. DuFiore, Chr. Local 80 ILGWU; Enrico Parente, ILGWU; Marchie LaGrasta, President, Brockton Central Labor Council.)

RESOLUTION NO. 53

Imports and Multinationals

Whereas: An unrestricted flow of imports from low-wage countries for more than twenty years, which in the beginning almost strangled to death our textile and shoe industries, and which for some years now has made a strong impact on other major industries, such as steel, automobile, rubber and electronics, has become an intolerable threat to job security in America, and

Whereas: The rapid spread of multinationals all over the world, American firms that move their operations overseas to take advantage of low labor costs while eyeing the American consumer markets, has added to this threat by causing the loss of hundreds of thousands of American jobs, and

Whereas: A report in 1972 showed that Massachusetts was the hardest hit of all states, having suffered a 17 percent job loss in six years when the loss of manufacturing jobs nationally had reached a 3 percent level, and

Whereas: Organized labor nationally put the full weight of its support behind the Foreign Trade and Investment Act of 1972, better known as the Burke-Hartke bill, even setting up a task force in May of 1972 to work for quick enactment of this bill by Congress, and

Whereas: Congress has failed to recognize the importance of this bill and is still stalling, in spite of the ominous warnings that should be apparent in a continuously deepening economic recession, when the creation of new jobs should have top priority, therefore be it

Resolved: That the Massachusetts State Labor Council continue to urge the National AFL-CIO to keep reminding Congress that enactment of the Burke-Hartke bill — or even stronger legislation aimed at protecting American jobs — is the chief legislative goal of organized labor throughout the entire country, and be it further

Resolved: That the Massachusetts State Labor Council, its Legislative Department and its COPE Department, keep reminding members of the Massachusetts Congressional delegation on every occasion that they should take the lead in getting Congress to act quickly on this important legislation, and be it further

Resolved: The copies of this resolution be forwarded to the Legislative Department of the National AFL-CIO and to every member of the Congressional delegation in Washington. ✓

(Submitted by Milton Kaplan, Mgr. Boston Joint Board, ILGWU; Marchie LaGrasta, Pres., Northern N.E. Dist. Council, ILGWU; Edward Milano, Mgr., Northern N.E. Dist. Council, ILGWU; Enrico Parente, ILGWU; Nathan Sandler, Local 73, ILGWU; Anthony Polcari, Chairman, Ex. Bd., Local 73, ILGWU; and Philip Kramer, retired V.P., ILGWU; Lou Plotkin, Bus. Agt., Boston Joint Board, ILGWU.)

RESOLUTION NO. 54

Cash Sickness or Sickness Disability

Whereas: Organized labor in Massachusetts has for the past twenty-five years sought enactment of legislation that would set up a State Fund to provide cash benefits for workers idled by sickness, so as to enable them to pay the rent, utilities bills, and buy food and clothing for their families, and

Whereas: Workers who are idled by sickness should in all fairness be as entitled to protection as the worker who is laid off or idled by a plant closing is entitled to

unemployment compensation or the worker who is injured is entitled to workmen's compensation, and

Whereas: Cash disability laws have for nearly thirty years been on the statutes of such industrial states as New York, California, New Jersey and Rhode Island, where they have stood the test of time and proved feasible, and

Whereas: Massachusetts, which boasts of always being in the forefront in the enactment of advanced social legislation, can no longer afford to lag behind in the enactment of this long overdue legislation, therefore be it

Resolved: That the Massachusetts State Labor Council file a Cash Sickness Compensation bill and redouble its efforts to get it enacted by the Legislature, a similar but updated version of House No. 2591, which had the support of the late Governor Paul A. Dever in 1949 and was defeated by the slim margin of three votes, and be it further

Resolved: That the Massachusetts State Labor Council urge all of its affiliated local unions and central labor bodies to continue reminding their respective representatives in the General Court that this long overdue type of legislation still has top priority with organized labor.

(Submitted by Milton Kaplan, Mgr. Boston Joint Board, ILGWU; Marchie LaGrasta, Pres. Northern N.E. District Council, ILGWU; Enrico Parente, ILGWU; Edward Milano, Mgr. Northern N.E. Dist. Council, ILGWU; Nathan Sandler, Local 73, ILGWU; Anthony Polcari, Chairman, Ex. Bd. Local 73, ILGWU; and Philip Kramer, retired V.P., ILGWU; Julius Medoff, Chairman, Boston Joint Board.)

RESOLUTION NO. 55

Fairness in Labor Disputes

Whereas: When an employer closes a plant and locks out employees who are not directly involved in a strike taking place in another plant of the same company, these employees become unemployed through no fault of their own, and

Whereas: The Employment Security Act specifically states that workers who become unemployed through no fault of their own are immediately eligible for unemployment compensation, and

Whereas: The refusal by the Employment Security Division to recognize this eligibility of locked out workers on the questionable assumption that they are engaged in a labor dispute is actually a violation of existing laws, and

Whereas: Organized labor demands only that fair treatment under the law be applied to workers as well as to employers in labor disputes, therefore be it

Resolved: That the Massachusetts State Labor Council continue to file and seek enactment of legislation to define clearly the difference between a striking worker and a locked out worker and to spell out the eligibility of locked out workers, and be it further

Resolved: That the Massachusetts State Labor Council also seek to have this eligibility extended to striking workers when an employer refuses to bargain collectively as required by law.

(Submitted by Milton Kaplan, Mgr. Boston Joint Board, ILGWU; Marchie LaGrasta, Pres., Northern N.E. Dist. Council, ILGWU; Edward Milano, Mgr., Northern N.E. Dist. Council, ILGWU; Enrico Parente, ILGWU; Nathan Sandler, Local 73, ILGWU; Anthony Polcari, Chairman, Ex. Bd., Local 73, ILGWU; and Philip Kramer, retired V.P., ILGWU; Julius Medoff, Chairman, Boston Joint Board.)